EDUCATION, CULTURE AND EMPLOYMENT

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OVERVIEW

MISSION

The mandate of the Minister and the Department of Education, Culture and Employment is to provide quality programs, services and supports in the areas of early childhood development, K-12 education, postsecondary and adult education, career development, apprenticeship and occupational certification, employment standards, income assistance, official languages, arts, and culture and heritage.

GOALS

1. ***Pride in our Culture*** - Northerners who are knowledgeable about and proud of their culture.
2. ***Education of Children and Youth*** - Northern families developing a strong foundation for their children's learning.
3. ***Education of Adults*** - Northern adults continuing to learn and grow to meet the requirements of daily living.
4. ***A Skilled and Productive Work Environment*** - Northerners participating in a strong and prosperous work environment.
5. ***People Participating Fully in Society*** - Northerners actively participating in community and society to their fullest.

PROPOSED BUDGET (2009/10)

Compensation & Benefits	$	20,839,000
Grants & Contributions	$	214,609,000
Operations & Maintenance	$	68,471,000
Amortization	$	8,324,000
Infrastructure Investment	$	76,889,000

PROPOSED STAFFING (2009/10)

Headquarters (HQ)	135 positions	
Regional/Other Communities	74 positions	
Education Authorities	1,073 positions	(estimate based on projected 2008-09 school year enrollments)
Aurora College	209 positions	(estimate based on GNWT funding framework)

KEY ACTIVITIES

1. *Culture, Heritage and Languages*
   - *Culture and Heritage*
   - *Official Languages*
2. *Early Childhood and Schools*
   - *Early Childhood Development*
   - *K-12 Education*
   - *Library Services*
3. *Adult and Postsecondary Education*
4. *Employment and Labour*
5. *Income Security*

STRATEGIC ACTIONS

The Department of Education, Culture and Employment (the Department) will work with other GNWT Departments in support of the government's strategic initiatives:

- *Improve Skills for Living and Working (Maximizing Opportunities Initiative)*
- *Promote the NWT As A Place To Visit And Live (Maximizing Opportunities Initiative)*
- *Maximize Benefits from Resource Development (Maximizing Opportunities Initiative)*
- *Support Individuals and Families (Reducing Cost of Living Initiative)*
- *Expand Programming for Children and Youth (Building Our Future Initiative)*
- *Strengthen Service Delivery (Refocusing Government Initiative)*

EMERGING ISSUES

Culture Trends

Participation in arts festivals, Aboriginal celebrations and other cultural events has increased significantly from 16% in 2002 to 23% in 2006. Over half of all visitors to the Northwest Territories (NWT) visit museums and historic sites. Employment in the Information, Culture and Recreation Service Sector has grown from 3% in 2001 to 5% in 2006 of the total NWT employment. This does not include artists in the goods producing sector[1]. Trade in the cultural sector represents one of the three largest industries in the NWT, yet the value of culture exports have dropped from $560,000 in 2001 to $234,000 in 2005[2]. As one of the top ten NWT industries, the cultural sector contributed $21.5 million toward the NWT's GDP in 2006 from $18.5 million in 2000[3], representing a general growth of $3 million. Nearly half (44%) of NWT Aboriginal women participated in making art and crafts and 35 % earned income from their products.[4] Visitor participation in festivals has increased from 16% in 2002 to 23% in 2006 while visitor participation in historic sites, museums and Aboriginal content (52%) was more than any other attraction in 2006[5].

Aboriginal Language Trends

A number of social, political and demographic factors affect Aboriginal language acquisition and maintenance. The segment of the Aboriginal population that is most fluent in their language and holds most of the traditional knowledge is aging. One key factor that impacted the intergenerational transmission of languages for this population in their early years was attendance at residential school. Another factor is that the English language, as the dominant world language and the language of mass media, has become the language of choice that the general population uses at home, work and in the community.

The percentage of the Aboriginal population aged 15 and over that is able to speak an Aboriginal language has dropped from 59% in 1984 to 43% in 2006. However, the annual average percentage change is slowing down. Between 1989 and 1999, the decline in Aboriginal language usage was 2.1% while from 1999 to 2006 the decline was 0.7%.[6] The decline could have resulted, in part, from the Department's targeted investments over the last ten years toward Aboriginal language community efforts, Language Nest Programs, and Aboriginal Language and Culture-based K-12 Education.

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[1] NWT Bureau of Statistics, 2006 Labour Force Survey
[2] Statistics Canada International Trade Division, Catalogue no. 87-007, page 9
[3] NWT Bureau of Statistics
[4] NWT Bureau of Statistics, 1999 Labour Force Survey
[5] Industry, Trade and Investment, 2002 and 2006 Visitor Exit Surveys
[6] NWT Bureau of Statistics

Education Trends

The percentage of NWT high school graduates of Aboriginal descent has increased significantly since 2000. Approximately 43% of the 2006 graduates were of Aboriginal descent compared with 19% in 2000. In the same period, the number of graduates in smaller communities has nearly doubled and the percentage of graduates compared to the number of 18 year olds in the NWT as a whole has increased from 39% to 52%. This trend may be a result of improved student teacher ratios, grade extensions in small communities and the Inclusive Schooling Initiative. From 2000 to 2007, there has been a decline in enrolments from 9,998 to 9,048 due largely to changing demographics.

Advanced education and training increases a person's earning potential while furthering individual career goals. A wide variety of college, apprenticeship and training programs are available across the NWT. Career development services are available in secondary schools, the college campuses and at regional career centres.

Employment Trends

In 2007, 21% of all employed persons in the NWT worked in public administration. Other large sectors of the labour market include health and social services comprising 12% of all employed persons: retail and wholesale trade at 11%; transportation and warehousing at 8%; forestry, fishing, mining, oil and gas at 10%; education at 6%; and construction at 7%. Postsecondary education and training programs along with pathways through secondary school prepare Northerners for participation in occupations that represent high employment opportunities. These programs include mining, construction, nursing, teaching, social work and management.

The NWT had the third highest employment rate in Canada in 2006 at nearly 69%. This may partly be a result of the recent boom in the non-renewable resources sector although the government represented nearly 40% of all jobs. However, in 2007, there was a wide gap between the employment rate in Yellowknife of 83% and almost 62% in all other communities combined. There was also a wide gap between Aboriginal (55%) and non-Aboriginal (87%) employment rates. At the same time the NWT is experiencing skill shortages and employers must look elsewhere to fill positions in key occupations. The Department will continue to work with the federal government, industry and Aboriginal organizations to ensure that all NWT residents have equal access to training and employment opportunities through various initiatives. The Department is also making targeted investments in trades and other northern occupations.

Income Trends

In recent years, the average income of all workers in the NWT has increased while the number of income assistance beneficiaries has decreased overall. Between 1997 and 2006, average income grew 44%. This increase in income was coupled with a decrease of income assistance utilization from 10% of the population in 1997 to 5% in 2007. Although the median income of $90,865 is high, 10% of families have incomes less than $25,000. The Department's efforts to provide a safety net for low-income earners and to encourage beneficiaries of income assistance to participate in productive choices will continue to positively impact the degree to which NWT residents and their families can afford the basic costs of living and become self-reliant.

FISCAL POSITION AND BUDGET

Departmental Summary

	Proposed Main Estimates 2009/2010	Main Estimates 2008/2009	Revised Estimates 2007/2008	Main Estimates 2007/2008
		($000)		
OPERATIONS EXPENSE				
Directorate and Administration	7,693	7,841	7,500	6,826
Education and Culture	191,481	173,231	174,691	170,160
1. Culture, Heritage and Languages				
2. Early Childhood and Schools				
Advanced Education and Careers	42,656	42,941	43,628	43,045
3. Adult and Postsecondary Education				
4. Employment and Labour				
Income Security				
5. Income Security	70,413	69,901	70,331	66,119
TOTAL OPERATIONS EXPENSE	**312,243**	**293,914**	**296,150**	**286,150**
REVENUES	**21,698**	**22,310**	**22,315**	**18,433**

Operation Expense Summary

	Main Estimates 2008/09	Proposed Adjustments: Sunsets & Other Appr'd Adjustments	Proposed Adjustments: Reductions	Proposed Adjustments: Forced Growth	Proposed Adjustments: Strategic Initiatives	Proposed Adjustments: Internal Reallocation of Resources	Proposed Budget 2009/10
				($000)			
Directorate and Administration							
Directorate	**1,184**						**1,184**
Strategic and Business Services Division	**6,657**	(95)	(148)	95			**6,509**
Total Activity	**7,841**	**(95)**	**(148)**	**95**	**0**	**0**	**7,693**
Culture, Heritage and Languages							
Culture and Heritage	**4,405**	(97)		133	1,000		**5,441**
Official Languages	**6,034**				100		**6,134**
Total Activity	**10,439**	**(97)**	**0**	**133**	**1,100**	**0**	**11,575**
Early Childhood and Schools							
Early Childhood Development	**6,268**				(200)		**6,068**
Instructional and Support Services	**2,429**	(214)			145		**2,360**
Education Operations and Development	**2,028**						**2,028**
School Contributions	**114,808**	(1,980)	(2,055)	8,845	225		**131,904**
Inclusive Schooling	**26,935**						**26,935**
Aboriginal Language and Culture Based Education	**7,680**						**7,680**
NWTTA Professional Improvement	**1,402**						**1,402**
Library Services	**1,242**			137	150		**1,529**
Infrastructure Contributions		12,061					
Total Activity	**162,792**	**9,867**	**(2,055)**	**8,982**	**320**	**0**	**179,906**
Adult and Postsecondary Education							
College Services	**34,809**	(420)	(1,725)	295	690		**33,649**
Adult Literacy and Basic Education	**1,622**				350		**1,972**
Total Activity	**36,431**	**(420)**	**(1,725)**	**295**	**1,040**	**0**	**35,621**
Employment and Labour							
Career and Employment Development	**1,051**		(180)		535		**1,406**
Apprenticeship, Trades and Occupations	**2,997**		(80)		250		**3,167**
Employment Standards	**720**						**720**
Regional Management and Support Services	**1,742**						**1,742**
Total Activity	**6,510**	**0**	**(260)**	**0**	**785**	**0**	**7,035**
Income Security							
Income Assistance	**23,309**			465	318		**24,092**
Public Housing Subsidies	**33,737**			225			**33,962**
Student Financial Assistance	**12,855**		(496)				**12,359**
Total Activity	**69,901**	**0**	**(496)**	**690**	**318**	**0**	**70,413**

DEPARTMENT	**293,914**	**9,255**	**(4,684)**	**10,195**	**3,563**	**0**	**312,243**

Revenue Summary

	Proposed Main Estimates 2009/2010	Main Estimates 2008/2009	Revised Estimates 2007/2008	Main Estimates 2007/2008
		($000)		
Transfer Payments				
Canada Student Loans Programs	1,000	1,000	1,000	1,000
Canada NWT Co-op Agreement	3,800	3,800	3,773	-
Minority-Language Education and Second-Language Instruction - French	2,485	2,485	2,485	2,485
Early Learning and Child Care	265	265	60	-
	7,550	**7,550**	**7,318**	**3,485**
General Revenues				
Student Loan Fund Interest	550	500	500	500
Library Fees	1	1	1	1
Teacher Certification Fees	10	10	13	2
Museum Store and Concession	25	50	45	15
	586	**561**	**559**	**518**
Other Recoveries				
Recovery – CMHC Subsidies	13,307	13,969	14,203	14,203
Miscellaneous Recoveries	50	25	25	20
	13,357	**13,994**	**14,238**	**14,223**
Capital				
Current portion of Deferred Revenue	205	205	205	207
	205	**205**	**205**	**207**
TOTAL REVENUES	**21,698**	**22,310**	**22,320**	**18,433**

DIRECTORATE AND ADMINISTRATION

Description

Directorate and Administration provides overall management, planning, communications and administrative support to the Department and its partners in education across the NWT. The Branch operates under the direction of the Deputy Minister who makes recommendations to the Minister with regards to Department goals, objectives, and standards.

The Directorate provides leadership, management, planning, and public relations for the Department as well as its boards and agencies.

The Strategic and Business Services Division guides broad policy and legislative initiatives, strategic planning, business planning and capital planning for the Department, Aurora College and the education authorities. It coordinates briefing notes and decision-making documents and provides records management and financial administration. Finally, the Division manages the information systems that support the delivery of programs and services across the Department, Aurora College and the education authorities.

Public Affairs manages, develops, implements and maintains all internal and external communication plans and all public affairs activities for the Department of Education, Culture and Employment.

Major Program and Service Initiatives 2009/10

Boards and Agencies Reform

- The Department is participating in the GNWT initiative to create multi-purpose boards that integrate health and social services, education, and housing programs at the regional level with a view to improving the effectiveness and efficiency of these government services.

Budget Changes - Initiatives and Reductions

- $148,000 reduction of Help Desk position and casual wages in Strategic and Business Services.

KEY ACTIVITY 1.1: CULTURE AND HERITAGE

Description

All residents of, and visitors to, the Northwest Territories benefit socially and economically from a richer understanding of our heritage and from meaningful participation in cultural activities. Some of the most effective departmental activities in this area of responsibility support projects and organizations that operate at the community level.

NWT Museum Operations: works with community experts to collect, preserve, document, study, exhibit, and educate the public about artifacts, specimens and works of art significant to the culture and heritage of the NWT.

NWT Cultural Places: conducts archaeological fieldwork and research, assesses impact of resource development on archaeological resources, and issues permits for archaeological research.

NWT Archives: identifies, acquires, preserves and makes accessible government records and records of historic significance to the NWT.

Community Arts, Culture and Heritage Programs: provides funding and support services to community museums, cultural organizations, cultural projects, and artists and arts organizations.

Major Program and Service Initiatives, 2009/10

Exhibit Strategy:

- This Strategy will guide the development of in-house and travelling exhibits, including community participation, and associated on-line exhibits and museum education programs.

NWT Museum Collections Strategy:

- A strategy will be developed to systematically collect, document and preserve artifacts and other objects of significance to the heritage of the NWT.

NWT Archives Collections Strategy:

- A strategy will be developed to collect recorded oral history, photographs, sound and video recordings, historic documents and other records of historic significance.

NWT Arts Strategy:

- The Strategy was recently reviewed by the arts community and a revised Action Plan will be implemented. Additional investments will be made to support arts and culture involving participation by northern performers as part of the 2010 Olympics.

Historic Places Initiative:

- Federal funding has been renewed to 2010 to document archaeological and historic sites.

Budget Changes - Initiatives and Reductions

- $700,000 added to 2008/09 investment of $500,000 for artists and cultural organizations.
- $300,000 to collect museum and archival materials, develop exhibit storylines, and produce museum and on-line exhibits that represent the culture and heritage of the NWT.

Four Year Business Plan Update, 2008/09

Progress on Initiatives (as of September 2008)

Exhibit Strategy:

- Concept plans and drawings were prepared for permanent displays in two galleries.
- "Yamoria: The one who travels" was produced and installed at the PWNHC.
- Five temporary and/or travelling exhibits were displayed.
- Two on-line exhibits were completed: "NWT Timeline" and "Henry Busse Photographs".

NWT Museum and NWT Archives Collections Strategies:

- A framework was developed for each of the Museum and Archives collections.

NWT Arts Strategy:

- A revised Action Plan developed in 2006/07 was implemented.
- Contributions for artists and cultural organizations were increased.

Historic Places Initiative:

- NWT sites were added to the Canadian Registry of Historic Sites.
- Support was provided to seven communities to research and document historic sites.
- Heritage Fair Awards were implemented.

Measures Reporting, 2007/08 Baseline

Additional program reporting can be found in the following documents:

- the Department's *Strategic Plan 2005/2015 Progress Report*; and
- the *Arts Strategy Progress Report*.

NWT Museum Operations:

Number of visitors	33,171
Number of website visitors	284,010
Number of education programs delivered	114
Number of new exhibits produced	8

Cultural Places Program:

Number of communities involved in a Cultural Places Research Project	7

NWT Archives:

Number of clients	816
Number of finding aids created for the collection	103

Community Contributions:

Number of communities/organizations funded –	
Support to Cultural Organizations Program	4 organizations in 4 communities
Cultural Enhancement Program	14 organizations in 10 communities
Heritage Centres	2 organizations in 2 communities
Number of individuals or organizations funded	
Arts Council	87
Support to Northern Performers	18

KEY ACTIVITY 1.2: OFFICIAL LANGUAGES

Description

The Department provides a variety of programs and services that support the Official Languages of the Northwest Territories.

Aboriginal Languages Programs: provide funding to each Official Aboriginal Language community to implement its strategic plan for language revitalization and administers the Aboriginal Interpreter/Translator Certification Program. Funding is provided to Aurora College for the Aboriginal Language and Culture Instructor Program and to Education Authorities for Aboriginal Language and Culture programs in NWT schools.

French Language Services: coordinate Official Language services for the Department and provides translation and interpreting services to all GNWT departments, boards and agencies.

The ***Official Languages Board:*** comprised of one member for each of the 11 Official Languages of the NWT, advises the Minister Responsible for Official Languages on issues related to the delivery of official languages services by the GNWT.

The ***Aboriginal Languages Revitalization Board:*** comprised of one member for each of the nine Official Aboriginal Languages of the NWT, advises the Minister on government and community efforts to maintain, revitalize and promote Aboriginal languages.

Major Program and Service Initiatives 2009/10

Aboriginal Languages Programs:

- Review of the Aboriginal Languages Strategy.
- Evaluation of the Interpreter/Translator pilot training program.
- Pilot a Single Window Service Centre for one or more Aboriginal languages.

French Language Services:

- Evaluation of the Single-Window Services Centre in Yellowknife.

Budget Changes - Initiatives and Reductions

- $100,000 added to 2008/09 investment of $150,000 to pilot Single-Window Service Centres for Aboriginal languages.

Four Year Business Plan Update, 2008/09

Progress on Initiatives (as of September 2008)

Aboriginal Languages Programs

- Completed 4 of 6 modules of the Interpreter/Translator pilot training program.
- A draft Implementation Plan for an Aboriginal Single Window Service Centre is under development.

French Language Services:

- The Single-Window Services Centre providing French language services started its operation June 2008.

Measures Reporting, 2007/08 Baseline

Additional program reporting can be found in the following documents:

- the Department's *Strategic Plan 2005/2015 Progress Report*; and
- the *Official Languages Annual Report*.

Aboriginal Languages:

Number of funded Aboriginal language community activities	32
Number of funded Aboriginal literacy activities	9
Number of participants in the Interpreter/Translator Training Program	8 from 4 communities
Percentage of K-9 students who participated in Aboriginal Language Programs	53%

French Language:

Number of funded French Community Cultural Development activities	15
Number of words translated into French or English	940,000

KEY ACTIVITY 2.1: EARLY CHILDHOOD DEVELOPMENT

Description

The Department provides program development support to community organizations interested in delivering programs and services for young children and their families.

The Early Childhood program licenses and monitors early childhood programs to ensure compliance with the *Child Day Care Act* and *Standards Regulations*. Regional Early Childhood Consultants provide community based organizations with program development support and funding to assist with operational expenses.

The Department also provides funding to Aurora College for the delivery of early childhood development postsecondary training.

Major Program and Service Initiatives 2009/10

***Healthy Children Initiative*:**

- Funding will continue to be provided through regional committees to community-based organizations to enhance existing early childhood programs and services.

Language Nest Initiative:

- The Department will continue to support the Language Nest sites that include language speakers, Aboriginal materials, resources, and activities.

Early Childhood Education Postsecondary Training:

- Aurora College and the Department will undertake a review of the Early Childhood Development Certificate program including the course topics and the distant delivery method currently used in order to improve the current postsecondary training offered by the College.

Family Literacy:

- The NWT Literacy Council will review existing workshops and training, continue to provide regional training opportunities, and begin researching materials and information for the development of 'Start Early Kits' family literacy kits for children 0-3 years of age and their families.

Budget Changes - Initiatives and Reductions

- $200,000 reduction to $1 million strategic investment approved in 2008/09 for Early Childhood Development to reflect delay in expansion of training programs for Early Childhood and Family Literacy in order to conduct programming reviews.

Four Year Business Plan Update, 2008/09

Progress on Initiatives (as of September 2008)

- Training workshops for Language Nest personnel were held in Hay River Reserve on developing computer games in Aboriginal languages as well as in Yellowknife on a celebration of Aboriginal Language Educators in the NWT.
- Family Literacy training was held.
- Early childhood courses were offered through Aurora College's distant education program including on-site workshops in five communities.
- Additional supports are being provided to early childhood program operators through increased staffing in two regions.
- The Language Nest Program supported 21 sites.

Measures Reporting, 2007/08 Baseline

Additional program reporting can be found in the following documents:

- the Department's *Strategic Plan 2005/2015 Progress Report*; and
- *Towards Excellence: A Report on Education in the NWT.*

Number of licensed Early Childhood Programs	117
Number of projects funded through Healthy Children Initiative	62
Number of funded Language Nest sites	21
Number of funded community based Family Literacy activities	28
Number of Family Literacy coordinators trained	72
Number of enrolments in Early Childhood Development Certificate distance education courses at Aurora College	90
Number of individuals who have completed Early Childhood Development Certificate distance education courses at Aurora College	48
Number of new Child Day Care Facility licenses issued	14

KEY ACTIVITY 2.2: K-12 EDUCATION

Description

The Department provides support and monitors compliance with legislation, standards and directives for the NWT school system.

Instructional Support Services: ensures that curriculum is appropriate to students' academic needs, cultural backgrounds, languages, and learning styles; provides in-service to educators; develops curriculum and materials, training programs, guidelines and strategies to support students through educational programming.

Operations and Development: provides operational support to education bodies and coordinates teacher recruitment, teacher and principal certification, school improvement projects and manages student records and territorial wide student assessment strategies.

School Contributions: are provided to the education authorities based on enrolment and to cover annual operating and maintenance costs.

Major Program and Service Initiatives 2009/10

Instructional Support Services:

- Conduct large and small scale in-service training sessions for:
  - Social Studies: Grades 5, 6 and Social Studies 30-1 and 30-2.
  - English Language Arts: grades 7 to 9, 10-3, 20-3 and 30-3.
  - Mathematics: Grades 3, 6, 9 and 10 Common and 10 Workplace and Apprenticeship Mathematics.
  - Science: Grade 11 Experiential Science 20 and Grade 11 Applications of Science 20.
  - Dene Kede: K to 9.
- Develop a framework for Trades Programming.

Education Operations and Development:

- Pilot and review a Principal Growth and Evaluation Model.
- Work with the NWTTA Representatives to provide recommendations to foster a safe school environment for students and teachers in the NWT.
- Revise Directive on Student Assessment, Evaluation and Reporting, in accordance with the direction of the Minister, based on the recommendations coming from the Review.
- Develop a strategy to close the education achievement gap between Aboriginal and non-Aboriginal students.

School Contributions

- Improve Pupil Teacher Ratio for trades programming.
- The Small Community School Initiative will support high school students in small communities to access programs to fulfill their career and education plans.

Budget Changes - Initiatives and Reductions

- $225,000 to support the Small Community School Initiative.
- $145,000 to establish an Apprenticeship Math Curriculum Coordinator position.

Four Year Business Plan Update, 2008/09

Progress on Initiatives (as of September 2008)

Instructional Support Services:

In addition to providing large and small scale in-service training to teachers, the following activities were undertaken:

- Science: Experiential Science 10 student textbook completed. Biology, Chemistry, Physics 20 & 30, new textbooks developed.
- Mathematics: Grades K, 1, 4 & 7 student textbooks developed.
- Social Studies: Grade 7 Circumpolar World text development completed. Curriculum development Social Studies 20-1 & 20-2 completed.
- French Programs: French Monitor Program established in 2007/08.
- English Language Arts: Grades K-6 curriculum support document completed. Grade 7, 8 and 9 curriculum completed.
- The review of the K-9 curriculum for Gwich'in and Inuvialuit has been completed.

School Contributions

- Increased funding provided to schools for high school trade programs.
- Small community school initiative is new for 2009/10.

Principal Evaluation Process:

- A working group completed a statement of beliefs and a framework for an evaluation process, and has identified the key dimensions describing the principals' role on which to base a performance evaluation.

Directive on Student Assessment, Evaluation and Reporting:

- A report, with recommendations for the revision of the Student Assessment, Evaluation and Reporting Directive has been completed.

Measures Reporting, 2007/08 Baseline

Additional program reporting can be found in the following documents:

- the Department's *Strategic Plan 2005/2015 Progress Report*; and
- *Towards Excellence: A Report on Education in the NWT.*

Number of principals in an evaluation process	15
Number of new teachers in mentorship programs	104
Number of new curricula, including teacher and student resources, developed	16
Number of teachers that have received in-service training in each new curriculum	373
Percentage of high school graduates compared with population of 18 year olds (2007/08 School Year)	58%

KEY ACTIVITY 2.3: LIBRARY SERVICES

Description

The Department provides all residents of the Northwest Territories with quality library services that meet their educational, informational and recreational needs.

A central library collection is maintained and used to rotate current material to libraries across the NWT. In communities without libraries, residents can search the online catalogue on the Public Library Services (PLS) Website and receive materials by mail.

Professional library staff also provide training and technical support for community library staff. Special programs, such as the Summer Reading Club and Canadian Children's Book Week, are also coordinated centrally.

PLS also provides the automated library system for the NWT Library Network that provides service to community libraries, the Legislative Library, Aurora College libraries, Aurora Research Institute Library and PWNHC Reference Library.

Major Program and Service Initiatives 2009/10

Automated Library Checkout System

- All libraries will receive training and be provided with access to the automated library checkout system.

Community Library Space Planning

- A long-term plan for the provision of public library space in communities will be developed and utilized for capital planning purposes.

Labour Market Literacy – Library Enhancements

- An enhancement to contributions to libraries in small communities will allow libraries to be open more hours a week and more days a year.

Budget Changes - Initiatives and Reductions

- $150,000 through Labour Market Literacy Initiative to increase hours of operation for small community libraries.

Four Year Business Plan Update, 2008/09

Progress on Initiatives (as of September 2008)

Automated Library Checkout System

- Provided all libraries with access to online catalogue.
- Catalogued and added nearly all library materials to the online system.

Community Library Space Planning

- A long-term plan for the provision of public library space in communities will be developed.

Labour Market Literacy – Library Enhancements

This is a new initiative.

Measures Reporting, 2007/08 Baseline

Additional program reporting can be found in the following document:

- the Department's *Strategic Plan 2005/2015 Progress Report*.

Number of borrowers (Library Card Holders)	33,448
Number of items circulated to residents	145,608
Number of professional/technical services provided to community libraries	14
Number of new materials acquired for library collection	21,378

KEY ACTIVITY 3: ADULT AND POSTSECONDARY EDUCATION

Description

The Department assists the NWT adult population to acquire the skills, knowledge and abilities to become more self-reliant and to take better advantage of social and economic opportunities.

College Services: supports Aurora College in the planning, research, development and evaluation of adult and postsecondary programs and services.

Aurora College: delivers, directly or through partnerships, a wide variety of training, certificate, and diploma programs relevant to the NWT labour market. Degree programs are offered including the Bachelor of Science of Nursing and the Bachelor of Education.

Aurora Research Institute: is responsible for licensing and coordinating research in accordance with the *Scientists Act* and continues in its established role of supporting physical and social science research along with technology innovation.

Adult Literacy and Basic Education (ALBE): Aurora College delivers ALBE programming ranging from basic literacy to Grade 12 level courses at Community Learning Centres (CLCs) in smaller communities and at the Aurora, Thebacha and Yellowknife Campuses in regional centres.

Major Program and Service Initiatives 2009/10

Aurora College:

- A results-based accountability framework for Aurora College will be developed along with a schedule for regular evaluation.

NWT Literacy Strategy:

- With the guidance of the Literacy Strategy Advisory Committee, the NWT Literacy Strategy 2008/2018 will be implemented.
- Under the guidance of the ALBE Articulation Working Group, the NWT Secondary School Diploma for adults will be implemented.

Teacher Education Strategy:

- The Community Teacher Education Program will be expanded to regions across the NWT. This includes delivery of the Aboriginal Language and Culture Instructor Program for schools.

Private Vocational Training Initiative:

- Under the guidance of the Private Vocational Training Working Group, analysis and monitoring of institutions will take place.

Budget Changes - Initiatives and Reductions

- $350,000 to enhance apprentice programs at Aurora College and to fund training fees and tuitions of individual apprentices;
- $120,000 to maintain equipment for College's Trades and Technology Program;
- $120,000 to support heavy equipment operator training in Dehcho and South Slave communities;
- $600,000 through Labour Market Literacy Initiative to enhance literacy programs.
- $1,725,000 reduction is part of $2.8 million targeted three year College program reduction plan. Includes College Coordinator Position in Department.
- $355,000 transfer to MACA for recreation training program.

Four Year Business Plan Update, 2008/09

Progress on Initiatives (as of September 2008)

NWT Literacy Strategy:

- A renewed NWT Literacy Strategy 2008/2018 was developed in partnership with various stakeholders and was approved and released October 2008.
- An ALBE articulation committee comprised of ECE and Aurora College staff has been established to implement the NWT secondary school diploma for adults.

Teacher Education Strategy:

- The first Bachelor of Education class graduated from Aurora College having completed their entire four-year degree in the NWT.
- The *Strategy for Teacher Education in the Northwest Territories: 2007/2015 Action Plan* has been completed and priorities have been set for the period ending December 2010.
- Community based teacher education program continued in 2008/09.

Measures Reporting, 2007/08 Baseline

Additional program reporting can be found in the following documents:

- The Department's *Strategic Plan 2005/2015 Progress Report*; and
- *Towards Excellence: A Report on Postsecondary Education in the NWT.*

Aurora College Programs (2007/08 Academic Year):	***enrolments***	***graduates***
Diploma	139	28
Certificate	130	58
Degree	115	21

Teacher Education Program (2007/08 Academic Year):	***enrolments***	***graduates***
Teacher Education Program (also included above)	18	16
Aboriginal Language and Culture Instructor Program	240	47

NWT Literacy:	
Number of funded literacy projects	39
Number participants in Adult Literacy and Basic Education courses	319

KEY ACTIVITY 4: EMPLOYMENT AND LABOUR

Description

The Department provides a variety of programs and services that increase opportunities for Northerners to develop their careers and to seek improved employment.

Career and Employment Development: provides a variety of career services, training and employment programs. Partnerships are created with other governments, Aboriginal organizations, community organizations and industry.

Resource Development: coordinates Departmental policy in relation to the non-renewable sector.

Apprenticeship, Trades and Occupations: certifies individuals in 42 designated trades and 23 occupations. It also plans, coordinates, evaluates and maintains certification standards and processes.

Employment Standards Office: provides information on the *Employment Standards Act* and *Regulations* to employers and employees. It also conducts formal investigations and appeals regarding complaints of non-compliance with the *Act*.

Major Program and Service Initiatives 2009/10

Canada-NWT Labour Market Development Agreement:

- A multi-year evaluation is being conducted.
- The Department is consulting with the federal government regarding additional training support for clients who are not eligible for Employment Insurance.

Career Development Directive:

- The Career Development Directive will be updated based on the regional consultations in schools, career centres and college campuses.

Immigration:

- Establish a NWT Immigration Portal to improve the provision of on-line information services and tools for prospective immigrants and newcomers to the NWT.
- Implement a NWT nominee program to attract immigrants with skills in occupations where there are skills shortages in the NWT.

Apprenticeship, Trades and Occupations:

- Implementation of recommendations as identified in the Apprenticeship and Occupational Certification Program Review (AOC Review).

Budget Changes - Initiatives and Reductions

- $100,000 added to investment of $100,000 in 2008/09 to increase support for women and Aboriginal people to access and complete training in the trades.
- $535,000 to increase immigration support by introducing a territorial nominee program and by managing immigration issues.
- $180,000 reduction to wage subsidy program added to reduction of $1,315,000 approved in 2008/09.
- $80,000 reduction will eliminate GNWT contribution to Skills Canada Program.

Four Year Business Plan Update, 2008/09

Progress on Initiatives (as of September 2008)

Canada-NWT Labour Market Development Agreement:

- Surveys have been conducted and a quantitative analysis has been completed. The final report is expected to be completed in March 2009.

Career Development Directive:

- Research for the Career Directive Review has been completed.

Immigration:

- In May 2007, the GNWT signed a Contribution Agreement for the NWT Immigration Portal and has begun work on the project.

Apprenticeship, Trades and Occupations:

- Apprenticeship technical training programs offered at Aurora College's Thebacha Campus have undergone an accreditation review.
- Five Trades Advisory Committees have been established.

Measures Reporting, 2007/08 Baseline

Additional program reporting can be found in the following documents:

- The Department's *Strategic Plan 2005/2015 Progress Report*; and
- *Towards Excellence: A Report on Postsecondary Education in the NWT.*

Career and Employment Development:

Number of clients who received training and/or employment supports	1,160
Percentage of career centre clients who have worked on a career action plan	52%

Apprenticeship, Trades and Occupations:

Number of workers who receive certification	14
Number of trades and occupations reviewed or newly designated	4

Employment Standards:

Number of presentations delivered	14
Number of inquiries received	114
Number of investigations conducted	18

KEY ACTIVITY 5: INCOME SECURITY

Description

The Department administers a variety of Income Security programs. Income Security Programs provide financial assistance to NWT residents to meet basic needs, address the cost of living, encourage home ownership and ensure access to basic health, education or legal programs and services for low-income residents.

Income Assistance: provides financial assistance to people age 19 or over, and their dependents, to meet basic needs for food, shelter, utilities and fuel.

Public Housing Rental Subsidies: provides financial assistance to lower income NWT residents living in public housing to assist with the cost of rent.

Student Financial Assistance (SFA): provides financial assistance to NWT residents to assist them with the cost of obtaining a postsecondary education.

Child Care User Subsidy: provides financial assistance to lower income families to assist them with child care expenses while they are working or in school.

Seniors' Home Heating Subsidy: provides financial assistance to lower-income NWT seniors to assist them with the cost of heating their homes in the winter months.

Major Program and Service Initiatives 2009/10

Income Security Review:

- Align the Public Housing Rental Subsidy Program with the new Income Security Model.
  - Update cost of living rent reduction.
  - Implement incentive to work policy.
- Review Income Security Programs for seniors and persons with disabilities.

Income Security Training:

- Provide on-going staff training on customer service and case management.

Establishment of ECE Service Centers:

- Implement service center plan focusing on providing improved service delivery in all remote NWT communities.

Budget Changes - Initiatives and Reductions

- $318,000 to improve service delivery capacity for Income Security programs in the Dehcho and Sahtu.
- $96,000 reduction of one finance position. Reduced staffing level is linked to plan to streamline the administration of student travel.
- $400,000 reduction is to eliminate postsecondary scholarships.
-

Four Year Business Plan Update, 2008/09

Progress on Initiatives (as of September 2008)

Income Security Review:

- Draft case management framework has been developed and is under review.
- Promotional material for Income Security Programs was drafted.
- Established working group to research and develop programming options for Persons with Disabilities.

Senior Home Heating Subsidy:

- Senior Home Heating Subsidy Program reviewed in Spring 2008 and income thresholds were increased by $10,000 for 2008/09 fiscal year and ongoing.

Public Housing Rental Subsidy:

- Developed annual report for 2006/07 fiscal year on Public Housing Rental Subsidy Program.

Measures Reporting, 2007/08 Baseline

Additional program reporting can be found in the following documents:

- The Department's *Strategic Plan 2005/2015 Progress Report*; and
- *Towards Excellence: A Report on Postsecondary Education in the NWT.*

Number of unique cases on income assistance annually	2,834
Number of seniors receiving Supplementary Benefits	1,084
Number of SFA applications approved for full-time funding	1,384
Number of Housing Subsidy applications received/assessed	1,992
Number of ECE service centres established	3
Percentage of cases (individuals and families) that utilized income assistance for more than 15 months over a 60-month period (excludes seniors and persons with disabilities)	16.4%

STRATEGIC INITIATIVE: MAXIMIZING OPPORTUNITIES
Action: Improve Skills for Living and Working

Description

Labour Market Literacy:

Enhance literacy programs that address the needs of working age youth and adults so that they can access education and employment opportunities in the following areas.

- *Building Community Capacity;*
- *Literacy Partnerships;*
- *Literacy programs for out-of-school youth*; and
- *Adult Secondary School Diploma.*

Small Community Libraries will receive an enhancement to their funding to allow them to expand hours of operation and thereby expand access to reading materials to allow people of all ages to maintain their literacy levels across the lifespan.

Enhance Adult Basic Education:

Improve access to Adult Literacy and Basic Education (ALBE) by increasing adult educator positions in the smallest communities. As a result, adults will gain functional literacy and be better prepared to participate in training and employment opportunities.

Trades Related Initiatives:

Additional Support for Apprentices: Increased support provided to women and Aboriginal people to assess their interest and skills in trades and occupations and to prepare them for the trade's entrance exam so they may effectively achieve certification in a trade or occupation.

Enhancing Community Level Delivery of Trades Training: Expanded access to trades training in the Beaufort-Delta Region through the operation of a state-of-the-art, Mobile Trades Training Unit (MTTU) purchased by Aurora College and its partners. The MTTU provides students with hands-on experience in five trade areas - carpentry, electrical, plumbing, welding and mechanical/automotive relevant to the immediate hiring needs of the mining and oil and gas industries in the NWT.

Apprentice Training: Enhancements to existing apprentice training programs to meet training needs of an increasing number of apprentices. As a result, the NWT will have a skilled northern workforce prepared to meet labour market demands.

Heavy Equipment Operator (HEO) Training: An instructor position to conduct community-based training in the Dehcho and South Slave Regions.

Equipment Maintenance: Increased support to Aurora College's Trades and Technology Program that provides programs to youth in schools, preparatory trades programs and apprenticeship training. As a result, this will ensure that northern candidates, including the Aboriginal population and women, are successful in trades and technical training.

School Trades Programming: Enhanced funding and programming for trades education, including development of Apprenticeship Math curriculum and resources.

Activity to Date

Labour Market Literacy

- Completion of program evaluation.
- Completion of the new Literacy Strategy 2008/18 in collaboration with community partners.

Enhanced Adult Basic Education

- This is a new initiative scheduled for 2010/11.

Trades Related Initiatives:

- An evaluation was completed for the Apprenticeship, Trades and Occupations Program and a review of Aurora College's trades program was also completed. Aurora College has been working toward implementing recommendations.
- Aurora College conducted an assessment and regional consultations to determine the need for Heavy Equipment Operator Training.
- The Mobile Trades Training Unit delivered its first training program, an 18-week Introduction to Carpentry Program, in Inuvik. Maintenance and re-tooling of the MTTU was completed. An MTTU Advisory Committee was established.

Planned Activities - 2009/10

Labour Market Literacy (2009/10 and ongoing)

- Increase contributions to Aurora College for adult educators.
- Increase contributions to community libraries to increase hours of operation.
- Develop alternative approaches to support literacy development for out-of-school youth.
- Develop resources and provide training to deliver Secondary School Diploma for adults.
- Support communities to develop and implement community literacy plans.

Trades Related Initiatives:

- Plan and implement apprentice support programs and establish an evaluation plan.
- Develop accountability framework and provide teaching and learning supports to schools for high school trades programming.
- Develop Grade 10 apprenticeship math curriculum.
- Aurora College will hire HEO instructor and deliver community-based programs.
- MTTU will be moved to other communities for local deliveries.

Planned Activities – 2010/11 and 2011/12

Trades Related Initiatives:

2010/11

- Train regional Apprenticeship officers on new support initiatives.
- Pilot assessment tools, mechanisms and support programs.
- Implement communication strategy.
- Enhance funding to Aurora College for supports for Aboriginal and women apprentices.
- Develop Grade 11 apprenticeship math curriculum.

2011/12 and ongoing

- Develop Grade 12 apprenticeship math curriculum.

STRATEGIC INITIATIVE: MAXIMIZING OPPORTUNITIES
Action: Promote the NWT as a Place to Live and Visit

Description

Support Immigration

Increase immigration support by developing and implementing a territorial nominee program and by participating in national policies and programs for immigration and refugee protection. The active management of NWT immigration issues would support targeted needs of NWT employers by expediting the processing of permanent residency for immigrants with the required skills and resources. This would also allow the GNWT to manage the settlement, integration and retention of newcomers already in, or destined for, the NWT.

Increased Support for the Arts

Increase support for, and coordination of, individuals, organizations and projects to enhance programs that showcase the arts and cultures of the NWT for northern residents and visitors to the North. As a result, a number of social and economic benefits will accrue to individuals and organizations in the NWT. Individuals will be able to support a career, organizations will provide more stable, higher quality programs, Northerners will have an improved quality of life and northern communities will experience greater social cohesion.

Collections and Exhibits Renewal

To develop and implement a plan to systematically collect museum and archival materials, develop exhibit storylines with elders and other community experts, and design museum and on-line exhibits that represent the culture and heritage of the NWT. As a result, students, community researchers and the public in communities who cannot travel to the PWNHC will be exposed to travelling exhibits, more permanent community installations, and on-line photos and interactive components.

Activity to Date

Support Immigration

- This is a new initiative.

Increased Support for the Arts

- Enhancements to all Community Contribution Programs.
- Creation of New Emerging Heritage Centres Contributions Program and Northern Theatre Arts Contributions Program.
- Inter-jurisdictional reviews have been initiated and a consultation process is being developed.

Collections and Exhibits Renewal

- Developed a multi-year Exhibits Strategy and a Collections Strategy Framework through consultation with Aboriginal and other cultural organizations.
- Developed preliminary concepts for two exhibits based on initial discussions with community representatives and four natural history dioramas.

Planned Activities - 2009/10

Support Immigration

- Hire a Coordinator and 3 staff to administer the Territorial Nominee Program.
- Fund Aurora College to deliver English as a second language program.

Increased Support for the Arts

- Establish Community Liaison position.
- Increase funding to cultural organizations, cultural projects and registered heritage centres.
- Introduce new programs for Northern Literary Arts and Northern Film and Media Arts.
- Develop and implement a promotional campaign.

Collections and Exhibits Renewal

- Hire an Exhibit Designer to continue community consultations.
- Produce 2 exhibits and 4 dioramas as identified in the PWNHC Exhibits Strategy.
- Acquire artifacts.

Planned Activities – 2010/11 and 2011/12

Support Immigration

- Establish and advertise program.
- Facilitate employer and industry access to program information.

Increased Support for the Arts

2010/11

- Conduct, analyze and report on results of client satisfaction and programs outcomes survey.
- Introduce new funding program for Arts Mentorship.
- Increase funding to all arts programs.

2011/12

- Conduct a comprehensive evaluation of all programs.
- Consult and develop directions document for next four years.

Collections and Exhibits Renewal

2010/11

- Hire an Assistant Curator and Website and Multimedia Coordinator.
- Research needs and opportunities for collecting museum and archives materials.
- Develop a five-year implementation plan.
- Document and conserve materials and make them publicly accessible.

2011/12

- Implement Year 1 of the five-year acquisition plan.
- Hire regional staff in a selected NWT region to coordinate artifact production and acquisition.
- Continue to implement the PWNHC Exhibit Renewal Strategy.

STRATEGIC INITIATIVE: MAXIMIZING OPPORTUNITIES
Action: Maximize Benefits from Resource Development

Description

Land Use Permits

Fund a Geographic Information Systems (GIS) Officer position and its work in relation to land use and archaeological permit issuance. The GNWT is responsible for the protection and management of archaeological sites in the NWT under the federal *Northwest Territories Archaeological Sites Regulations*. The GIS Officer will manage GIS-based inventories of heritage resources, traditional land use and geographic names in the NWT. The position will also provide GIS products to facilitate the Department's engagement with the land use permitting/environmental assessment processes and fill spatial data requests by proponents, archaeological consultants and regulatory agencies.

Training and Coordination

Provide funding to meet compliance with the Socio-Economic Agreement (SEA) signed by the GNWT and operators of the MGP to contribute to a training fund. Each party is to contribute $500,000 towards the training fund (a total of $1 million) for each year for the first ten years following a decision to construct the MacKenzie Valley Gas Pipeline (the Pipeline).

Activity to Date

Land Use Permits
- Acquired licenses for GIS software.
- Provided GIS training.
- Processed over 100 GIS requests.

Training and Coordination
- This is a new initiative

Planned Activities - 2009/10 and ongoing

Land Use Permits
- Continue to conduct GIS mapping and analysis in response to permit requests.

Planned Activities – 2010/11 and ongoing

Training and Coordination

2010/11
- Contribute $500,000 towards the establishment of a training fund.
- Hire a coordinator.

STRATEGIC INITIATIVE: REDUCING COST OF LIVING
Action: Support Individuals and Families

Description

Next Steps in Income Security Reform

In order to identify gaps in its own social safety net, the GNWT has assessed the range of supports it currently provides against the goals that it wants to achieve through an Income Security Review process. The Department of Education, Culture and Employment, as the lead department, developed an Income Security Policy Framework and Model and reviewed all Income Security programs and subsidies on behalf of the GNWT to ensure that they continue to meet public needs. As part of Income Security Reform, changes will be implemented that support the goal of a coordinated approach to the delivery of social programs. Greater emphasis is being placed on a client-focused method of service delivery. This method of working with clients will ensure that programs are providing supports and referrals to achieve full citizenship, inclusion and participation in the labour market.

Activity to Date

- A new Income Security Model was developed based on broad consultations with the public in communities across the NWT and with key community organizations.
- A single point of entry was established for applying to all income security programs.
- Increased benefits were approved to support the new Income Security model.

Planned Activities - 2009/10

- Hire the two Regional Managers, Income Security (Dehcho and Sahtu).
- Set up the two offices in the two regions.
- Provide ongoing support to Client Service Officers in the communities.
- Ensure compliance of *Social Assistance Act* and its regulations and policies.
- Establish a case management delivery approach in all communities.
- Ensure ongoing customer service is provided.

Planned Activities – 2010/11 and 2011/12

- Ongoing monitoring, tracking and reporting of Income Security Programs in each region.

STRATEGIC INITIATIVE: BUILDING OUR FUTURE
Action: Expand Programming for Children and Youth

Description

Expansion of Early Childhood Development Programs

Expand access to, and improve the quality of, early childhood programs by supporting culturally-relevant programs, training early childhood workers and family literacy coordinators, and improving transitions to Kindergarten and Grade One. As a result, young children will have an effective, culturally relevant start in life that will contribute positively to their educational, health and social development.

Community Based Teacher Education Program

Provide access programs and practicum placements in communities for the Teacher Education Program (TEP) and provide additional personal, professional, cultural and academic learning supports. As a result, enrolment and completion rates of the TEP will increase. Graduates of the Aurora College Teacher Education Program and the Aboriginal Language and Cultural Instructor Program (ALCIP) will be better prepared to teach students in the NWT. There will also be an increase in the number of Aboriginal teachers in the NWT School System.

Small Community School Initiative

Provide opportunities for students from small communities to access the high school programs required to fulfill their career and education plans. Education authorities will receive additional funds provided to either assist students to attend schools in regional centres or, alternatively, to pool funds to hire a specialist teacher to assist students through distance education and by traveling to the communities.

Activity to Date

Expansion of Early Childhood Development Program

- In 2008/09, 21 Language Nest sites will be funded.
- To date, over 300 community family literacy coordinators have participated in training.
- Development of the plan for Early Childhood Worker Training for 2008/09.

Community Based Teacher Education Program

- The recently piloted first year delivery of the new ALCIP Diploma and first year of TEP were completed in 2007/08.
- The TEP and ALCIP programs continue to be offered.

Small Community School Initiative

- This is a new initiative.

Planned Activities - 2009/10

Expansion of Early Childhood Development Program

- Conduct a study of the training programs.

Community Based Teacher Education Program

- Implement a rotational schedule for regional intake.
- Offer 3rd year TEP.
- Complete review of Bachelor of Education Degree pilot program.

Small Community School Initiative

- Provide additional funding for 15 students from smaller communities to access high school programs required to fulfil their career and education plans.

Planned Activities – 2010/11 and 2011/12

Expansion of Early Childhood Development Program

2010/11 and ongoing

- Increase funding to Aurora College to expand access to training for early childhood staff.
- Increase funding to the NWT Literacy Council to expand the Family Literacy Program.
- Provide funding for new Language Nests and increase funding to existing Language Nests.

Community Based Teacher Education Program

- Implement a rotational schedule for regional intake.
- Offer ALCIP and TEP in communities on a rotational basis.

Small Community School Initiative

2010/11

- Provide additional funding for 30 students from smaller communities to access high school programs required to fulfil their career and education plans.

2011/12 and ongoing

- Provide additional funding for 45 students from smaller communities to access high school programs required to fulfil their career and education plans.

STRATEGIC INITIATIVE: REFOCUSING GOVERNMENT
Action: Strengthen Service Delivery

Description

Support Official Languages

To improve GNWT services in the NWT Official Languages of the public it serves by developing an implementation plan and by piloting Single-Window Service Centres for French and developing plans for service centres for one or more Aboriginal Languages. As a result, and in conjunction with other measures, the GNWT will have a greater capacity to deliver the broadest possible array of public services in the official languages while members of the NWT Official Languages communities will have improved access to GNWT public services.

Activity to Date

- The French Single-Window Service Centre (Services TNO) was officially opened in 2008.
- A draft implementation plan for Aboriginal Single Window Service Centre is under development.

Planned Activities - 2009/10

- Pilot Single-Window Service Centre for Aboriginal languages – either one language a year or several languages in a phased approach.
- Conduct evaluation and revise implementation plan as required.

Planned Activities – 2010/11 and 2011/12

2010/11

- Continue and/or expand Single-Window Service Centre for Aboriginal languages.
- Conduct evaluation and revise implementation plan as required.
- Host 15th Annual Ministerial Conference on Canadian Francophonie – September 2010.

2011/12

- Continue and/or expand Single-Window Service Centre for Aboriginal languages.
- Conduct evaluation and revise implementation plan as required.

INFRASTRUCTURE INVESTMENTS

Activity to Date

Aklavik	Moose Kerr School Roof Replacement - Construction
Behchoko	Chief Jimmy Bruneau School Boiler - Installation
Deline	Fuel Tank Replacement - Installation
Fort Good Hope	Chief T'selehye School Replacement – Design
Fort Simpson	Thomas Simpson and Bompass Elementary School Boiler - Design
Fort Simpson	Dehcho Complex Office/Hall - Construction
Fort Smith	Joseph Burr Tyrell Elementary School Upgrade – Construction
Gamèti	Jean Wetrade School Addition - Construction
Hay River	School Site Drainage Improvements - Construction
Hay River	Diamond Jenness School Renovation – Planning
Inuvik	Sir Alexander Mackenzie and Samuel Hearne Secondary School Replacement – Design and Construction
N'dilo	Kalemi Dene School Replacement - Construction
Tulita	Chief Albert Wright School Replacement - Construction
Yellowknife	École Allain St-Cyr Addition - Construction
Yellowknife	Lahm Ridge Tower Office Minor Renovations – Design and Construction
Yellowknife	Prince of Wales Northern Heritage Museum Gallery Redevelopment – Design and Construction

Planned Activities - 2009/10

Fort Good Hope	Chief T'selehye School Replacement – Design and Construction
Fort Simpson	Thomas Simpson and Bompass Elementary School Boiler - Construction
Gamèti	Jean Wetrade School Addition - Construction
Hay River	Diamond Jenness School Renovation –Design
Inuvik	Sir Alexander Mackenzie and Samuel Hearne Secondary School Replacement –Construction
Inuvik	Aurora College Storage Replacement – Design and Construction
N'dilo	Kalemi Dene School Replacement - Construction
Yellowknife	École St. Joseph Renovation – Design and Construction
Yellowknife	Lahm Ridge Tower Office Minor Renovations – Construction
Yellowknife	Prince of Wales Northern Heritage Museum Gallery Redevelopment
Yellowknife	Prince of Wales Northern Heritage Museum Gallery Lighting Systems
Yellowknife	William McDonald Roof Repair – Design and Construction

Planned Activities – 2010/11 and 2011/12

Fort Good Hope	Chief T'selehye School Replacement – Construction
Hay River	Diamond Jenness School Renovation – Design and Construction
Inuvik	Sir Alexander Mackenzie and Samuel Hearne Secondary School Replacement – Construction
Yellowknife	École St. Joseph Renovation – Construction
Yellowknife	J.H. Sissons Renovation – Planning and Design

LEGISLATIVE INITIATIVES

Activity to Date

An Act to Amend the Employment Standards Act

The Bill amended the definition of the term "week" in section 1 of the *Act*, and added a separate definition of the term "week" for use in the compassionate leave provisions of the *Act*. This Bill was enacted in March 2008.

An Act to Amend the Historical Resources Act

The proposed Bill will remove those provisions of the *Historical Resources Act* establishing the Historical Advisory Board, which has been inoperative for a number of years. The Bill will also substitute certain references to the Commissioner with references to the Minister to reflect current responsibility for administration of the legislation.

Public Library Act

The proposed Bill will replace the *Library Act* with a modern regulatory framework that reflects how the NWT public library system is currently administered. It will outline the ability of a public library to control its premises and charge fees for certain services, and set out those services for which clients may not be charged fees.

An Act to Amend the Student Financial Assistance Act

The proposed Bill will amend the Schedule of the *Student Financial Assistance Act* to increase the maximum aggregate of principal amounts outstanding in respect of all loans that may be granted under this Act.

Planned Activities - 2009/10

An Act to Amend the Apprenticeship, Trade and Occupations Certification Act

The proposed Bill will modernize the *Apprenticeship, Trade and Occupations Certification Act*, and implement changes to the statutory framework for the apprenticeship, trade and occupational certification framework identified in the Apprenticeship and Occupational Certification Review.

An Act to Amend the Social Assistance Act

The proposed Bill will provide for a first level of appeal from the decision made under the *Act* to either a community appeal committee or an administrative review group comprised of employees designated by the Minister. The Bill will also incorporate a provision to limit the jurisdiction of an appeal committee, the administrative review group and the Social Assistance Appeal Board to consider issues arising under the *Canadian Charter of Rights and Freedoms*.

HUMAN RESOURCE OVERVIEW

Overall Human Resource Statistics

Department

All Employees

	2008	%	2007	%	2006	%
Total	215	100	210	100	197	100
Indigenous Employees	113	53	105	50	100	51
Aboriginal	81	38	72	34	63	32
Non-Aboriginal	32	15	33	16	37	19
Non-Indigenous Employees	102	47	105	50	97	49

Note: Information as of March 31 each year.

Senior Management Employees

	2008	%	2007	%	2006	%
Total	16	100	14	100	16	100
Indigenous Employees	8	50	7	50	9	56
Aboriginal	6	37	6	43	5	31
Non-Aboriginal	2	13	1	7	4	25
Non-Indigenous Employees	8	50	7	50	7	44
Male	5	31	5	36	8	50
Female	11	69	9	64	8	50

Note: Information as of March 31 each year.

Non-Traditional Occupations

	2008	%	2007	%	2006	%
Total	9	100	10	100	9	100
Female	6	67	6	60	3	33
Male	3	33	4	40	6	67

Note: Information as of March 31 each year.

Employees with Disabilities

	2008	%	2007	%	2006	%
Total	215	100	210	100	197	100
Employees with Disabilities	1	1	0	0	0	0
Other	214	99	210	100	197	100

Note: Information as of March 31 each year.

Aurora College

All Employees

	2008	%	2007	%	2006	%
Total	225	100	210	100	199	100
Indigenous Employees	82	36	71	34	66	33
Aboriginal	70	31	64	30	59	30
Non-Aboriginal	12	5	7	4	7	3
Non-Indigenous Employees	143	64	139	66	133	67

Note: Information as of March 31 each year.

Senior Management Employees

	2008	%	2007	%	2006	%
Total	7	100	6	100	6	100
Indigenous Employees	1	14	1	17	1	17
Aboriginal	1	14	1	17	1	17
Non-Aboriginal	0	0	0	0	0	0
Non-Indigenous Employees	6	86	5	83	5	83
Male	3	43	2	33	1	17
Female	4	57	4	67	5	83

Note: Information as of March 31 each year.

Non-Traditional Occupations

	2008	%	2007	%	2006	%
Total	9	100	9	100	5	100
Female	2	22	1	11	0	0
Male	7	78	8	89	5	100

Note: Information as of March 31 each year.

Employees with Disabilities

	2008	%	2007	%	2006	%
Total	225	100	210	100	199	100
Employees with Disabilities	0	0	0	0	0	0
Other	225	100	210	100	199	100

Note: Information provided is as of March 31 each year.

*Education Authorities**

All Employees

	2008	%	2007	%	2006	%
Total	793	100	749	100	715	100
Indigenous Employees	282	36	280	37	272	38
Aboriginal	256	33	253	34	242	34
Non-Aboriginal	26	3	27	3	30	4
Non-Indigenous Employees	511	64	469	63	443	62

Note: Information as of March 31 each year.

Senior Management Employees

	2008	%	2007	%	2006	%
Total	4	100	6	100	6	100
Indigenous Employees	1	25	2	33	2	33
Aboriginal	1	25	2	33	2	33
Non-Aboriginal	0	0	0	0	0	0
Non-Indigenous Employees	3	75	4	67	4	67
Male	2	50	4	67	4	67
Female	2	50	2	33	2	33

Note: Information as of March 31 each year.

Non-Traditional Occupations

	2008	%	2007	%	2006	%
Total	5	100	4	100	41	100
Female	0	0	0	0	12	29
Male	5	100	4	100	29	71

Note: Information as of March 31 each year.

Employees with Disabilities

	2008	%	2007	%	2006	%
Total	793	100	749	100	715	100
Employees with Disabilities	0	0	0	0	0	0
Other	793	100	749	100	715	100

Note: Information as of March 31 each year.

* Excludes Yellowknife Education Authorities.

Position Reconciliation

This information differs from the employee information on the preceding page. Employee information reflects actual employees on March 31 of each year, and the information presented below reflects position expenditures approved through the budget process for each fiscal year.

Active Positions

Summary:

	2008/09 Main Estimates	Change	2009/10 Business Plan
Total	203	6	209
Indeterminate full-time	178	5	183
Indeterminate part-time	25	-	25
Seasonal	-	-	-

Adjustments approved through Business Planning Process

Position	Community	Region	Add/Deleted	Explanation
Math Curriculum Coordinator	Yellowknife	HQ	Added	2009/10 Strategic Initiative
Exhibit Designer	Yellowknife	HQ	Added	2009/10 Strategic Initiative
Regional Manager, Dehcho	Fort Simpson	Dehcho	Added	2009/10 Strategic Initiative
Regional Manager, Sahtu	Norman Wells	Sahtu	Added	2009/10 Strategic Initiative
Coordinator, Immigration	Yellowknife	HQ	Added	2009/10 Strategic Initiative
Administrator, Immigration	Yellowknife	HQ	Added	2009/10 Strategic Initiative
Administrator, Immigration	Yellowknife	North Slave	Added	2009/10 Strategic Initiative
Administrator, Immigration	Hay River	Fort Smith	Added	2009/10 Strategic Initiative
Community Coordinator	Yellowknife	HQ	Added	2009/10 Strategic Initiative

Adjustments approved through Target reductions

Position	Community	Region	Add/Deleted	Explanation
Coordinator, Postsecondary Education	Yellowknife	HQ	Deleted	2009/10 Target Reduction
SFA Finance Officer	Yellowknife	HQ	Deleted	2009/10 Target Reduction
Help Desk Position	Yellowknife	HQ	Deleted	2009/10 Target Reduction
Total Reductions			**(3)**	

Other Human Resource Information

One of the stated priorities of the Legislative Assembly is to "improve human resource management within the GNWT through training, career planning, and encouraging innovation by employees." To address this priority, the Department of Human Resources is leading the development of a Corporate Human Resource Strategy for the Northwest Territories Public Service. The completion of this overall strategy will provide a framework for the development of departmental human resource plans and initiatives, including the development of succession plans and affirmative action plans. This work will be undertaken during the 2009/2010 fiscal year and will ensure a consistent and coordinated approach across government, providing equitable opportunities for all staff.

Departmental Human Resource Activities

Summer Students								
Total Students	% Indigenous Employees (Aboriginal + Non-Aboriginal)		Indigenous Aboriginal		Indigenous Non-Aboriginal		Non-Indigenous	
#	#	%	#	%	#	%	#	%
20	**19**	**95.0%**	**6**	**30.0%**	**13**	**65.0%**	**1**	**5.0%**

Interns								
Total Interns	% Indigenous Employees (Aboriginal + Non-Aboriginal)		Indigenous Aboriginal		Indigenous Non-Aboriginal		Non-Indigenous	
#	#	%	#	%	#	%	#	%
1	**1**	**100.0%**	**0**	**0.0%**	**1**	**100.0%**	**0**	**0.0%**

Transfer Assignments								
Total employees on Transfer Assignment	% Indigenous Employees (Aboriginal + Non-Aboriginal)		Indigenous Aboriginal		Indigenous Non-Aboriginal		Non-Indigenous	
#	#	%	#	%	#	%	#	%
17	**9**	**52.9%**	**7**	**41.2%**	**2**	**11.8%**	**8**	**47.1%**

Activities Associated with Staff Training and Development (April 1 to September 30, 2008)

Professional Development

In line with its strategy to develop and maintain a skilled, productive public service that represents the people it serves, the Department promotes training and leadership opportunities. These include:

- Association of Canadian Archivists professional development workshops;
- Senior Managers Development Program;
- GNWT Leadership Program Training;
- Negotiating Skills Training Certificate;
- Certificate in Inclusive Education;
- Adult Education Diploma;
- Prior Learning Assessment Recognition (PLAR) Foundation Courses; and
- Apprenticeship and Occupational Certification and Career Development Officer training.

As well, the Department's staff participates in a number of workshops and conferences annually.

Group training

Culture and Heritage:

The NWT Archives delivered a workshop on digitizing audio recordings in Deline to the Deline Traditional Knowledge Project participants.

Education and Extension Services delivered teacher workshops in various NWT schools on the Prince of Wales Northern Heritage Centre's edukits.

Library Services

Library Services provides training and assistance to all community library staff so that they are able to perform their duties. One-on-one training of community library managers occurs during site visits and each community library is visited at least once every three years. New hires in a community are trained within that year. Additionally, a 2-day workshop/meeting for all library managers was delivered in Yellowknife to provide training as well as to encourage networking among community libraries.

K-12 Education:

The Education Leadership Program is offered for about 10 days each summer. The program consists of two summer sessions in consecutive years with a project to be completed during the year. It is required for all school principals employed in the NWT and may also be taken by other educators.

The Teacher Induction Program is offered for new teachers and teachers new to the North. Workshops are held for new teachers and their experienced teacher mentors at the beginning of the school year. The mentorship pairs then meet once a month throughout the school year so that the experienced teacher can assist the new teacher in professional as well as social and cultural adaptation to the North.

A number of small and large scale in-service training workshops were delivered for teachers across NWT in the following subject areas:

- Science: Experiential Science Grade 10 and 11, Biology, Chemistry, Physics Grade 11 & 12;
- Mathematics: Grades K, 1, 4 & 7;
- Social Studies: Grades 5,7, and 11;
- Dene Kede: Grades 1 to 9;
- French Programs: K-12 and the French Monitor Programming;
- English Language Arts: K-12; and
- Dene Kede: Grade 8 as well as two regional teachers' conference.

Additionally there were workshops held for Teaching Learning Centers Coordinators.

Adult and Postsecondary Education:

Professional development workshops were held for instructors from Aurora College instructors and non-government organizations.

Income Security:

An annual customer service and program delivery training session was held for all Client Service Officers.

INFORMATION TECHNOLOGY INVESTMENT

Overview

The Department supports the use of Information Systems Technology in the Department and its Education Authorities. Through the implementation of information systems, the Department has dramatically increased the efficiency and effectiveness of staff by providing systems and processes that streamline the adjudication process for applicants for the Income Support Program. It has improved the accuracy, accessibility and timeliness of information on which to base decisions.

The Department is committed to improving its service to the public by providing improved access to program information by expanding the online services provided to teachers, students and the general public. Over the course of the next several years, applicants for programs such as Apprenticeship will not only be able to apply online, but will also be able to track their progress in their chosen field through a web access system.

The Department's planning horizon is one year for small projects and two years for major projects which are typically funded by capital. Major projects are driven by changes to the Department's business plan.

Major Department Systems Supported:

- The Case Management Administration System (CMAS) contains a broad array of administrative and program-specific modules, including:
  - Common Client Registry, Security and Administration;
  - Day Care Operations;
  - Student Records (K-12);
  - Teacher Certification;
  - Career Development and Counselling;
  - Apprenticeship;
  - Occupational Certification;
  - Student Financial Assistance;
  - Day Care User Subsidy;
  - Income Assistance;
  - Public Housing Rental Subsidy;
  - Seniors Fuel Subsidy; and
  - Seniors Supplementary Benefits.

- The electronic School Information System (eSIS) which tracks the basic demographics, schools, courses and attendance of about 9,500 students in the NWT.

- The Student Loans System which tracks the repayment of loans from students.

- The North of 60 Learnnet email system which provides email and email synchronization services to Education Boards and Councils.

- Web sites which are interactive allowing students to apply for Student Financial Assistance (SFA) or check their status online.

- The Jobsnorth system which provides an online labour service exchange for employers to post jobs and potential employees to apply for them.
- The Labour Market Information System (LIMS) which keeps information regarding pay.
- Many other smaller information systems.

Planned Activities – 2009/10, 2010/11 and 2011/12

Beginning in 2008/09, the payments module in CMAS will be rewritten to interface with the new PeopleSoft Financial system. This is expected to be completed in time for the implementation of the new financial system.

The implementation of the online Apprenticeship application will continue. This will allow apprentices to review their current academic progress, apply for an apprenticeship program, choose courses for attending trades schools, and track payments and reimbursements to the student online. This capability will then be expanded to other program areas within CMAS over the next two years.

The Department is developing the ability to store electronic copies of documents within CMAS which would be attached to cases and clients. This will improve the efficiency of staff who will no longer have to refer to a paper file to look for information on a client. It will also facilitate verification as supporting documentation for payments can be reviewed remotely. This first program to use the new feature will be Apprenticeship for contracts, log books and correspondence. The functionality will then be extended to other programs over the next two years.

Labour Market Information System (LIMS) is going to be rewritten as a module in CMAS where it can take advantage of the shared information in the system as well as use the improved reporting capabilities available within CMAS. The design work has started and the development is expected to be completed in 2010/11.

A new audit module would allow the compliance group to take "snap shots" of client information prior to the review. Further, the results of compliance audits would be stored and longitudinal analyses undertaken to determine if remedial recommendations are having the desired effect. The design work will begin in late 2009/10 with implementation in stages through 2010/11.

The Department's IS group will also be managing systems, supporting clients, and working with Education Authorities as part of its day-to-day activities.